

**AVP International Gathering, New Zealand 2004**

## **1. Cross Cultural Work**

**Team:** Val Liveoak, Joan Bobier, Giri Sequoya

19 participants

**Skills To Bring To Cross Cultural Work** – listening, cross cultural living, humour, willingness to learn, appreciation, ability to put things in different ways – speak from heart!

### **Concentric Circles:**

- A way I show respect for myself
- A good cross cultural experience in an AVP workshop
- A time I disagreed with a facilitator of another age group, cultural group, etc

### **Give Way:**

-Find someone who is most different from you – partners separate behind a chair – exchange places keeping an eye on partner!

- In cross cultural situation, often feel fear of offending someone – need to explain cultural differences
- Agenda Translating – don't need to follow manuals word for word. The journey to a non-violent place is a journey.
- Helpful to have even an inexperienced facilitator who is bi-lingual – when no one knows both languages, facilitators may not know what concepts have been mis-translated.
- Differences in body language in different cultures need to be learned and accepted.
- One facilitator finds out who the participants are prior to workshop – their culture – to prepare self for the experience.
- One facilitator in a team needs to be a 'bridge' person to help others become familiar with the new culture.
- When moving into a new culture, need to have the attitude of learning and openness.

### **Evaluation**

Rather than session one etc, use theatre terms, musical tracks, cooks tour = menu, travel = itinerary, music = track

Create 1<sup>st</sup> session agenda

Difficulty of translating AVP terms into an area that we know well

Need to be able to create on the spur of the moment

Time constraints helped move the process along

### **Highs:** Of working with different cultures

- Calls for creativity that can be energizing
- Breaking down stereotypes
- More time to reflect while translation going on
- Opportunity for individual flair

### **Lows**

- Time needed for interpretation
- Slowing of pace
- Mis-interpretation
- Lack of vocabulary & concepts
- Discipline to be clear within oneself
- When facilitator knows both languages may be difficult to ask interpreter to change translation

### **Language Options**

- Bilingual participant sit with non-bilingual for simultaneous translation (continuously breaks into workshop time)
- If more of the group is not bilingual- bilingual person sits beside facilitator to translate & not break into workshop time too much

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## **2. AVP in Areas of Turmoil – Agenda**

**Team** – Val, Giri, D

VV – Gathering: One thing I can do to keep calm during an emergency is...

DD/GG – Brainstorm: Fears & Joys of doing AVP in Areas of Turmoil

VV – Quick Decisions

DD – Decision-making styles – Testers, Waders, Plungers

GG – Speak-out

VV – Unanswered Questions

VV/DD – Evaluation

GG – Closing: Golden Moment

### **Brainstorm**

**Fears:** Feeling overwhelmed, fear of doing the wrong thing, hurting others, fear of being hurt, helpless, fear of showing my soft side, being incapable, loss of power, of not being able to cope, interference by US or other govt., responding with anger, fear of losing it, fear of death mine or others, afraid of imprisonment & torture, fear of looking at the truth, unable to concentrate on work, fear for the safety of the participants, being misunderstood, inappropriateness, fear of repercussions, having the courage to let it lie, afraid of found wanting, showing weakness, feeling faint.

**Joys:** Experiencing transforming power, seeing the smiles, being appreciated, being humble, doing and not talking, satisfying, joy of helping, tears, laughter, opportunities to love, more/new learning, see lives & communities change, great opportunity, hear great story, giving hope, humility of experiencing the courage, joy of huge hunger, what true hope is sharing people's pain to grow stronger, sharing emotions, experiencing the beauty, camaraderie, connection, communication & co-operation, getting with heart of it by resting courage we age stronger, seeking understanding, dignity, being in a safe place, sharing tolerance.

### **Quick Decisions**

- 1) In workshop, hear gunshots & screaming
- 2) In workshop, ongoing war, during debriefing person breaks down saying, 'it happened to me'
- 3) One person speaks language of country, team non-lingual, soldier comes in, says 'what are you doing here?' in country's language
- 4) Two warring people in workshop

### **Speak Out**

- 1) What is good about being a member of your group?
- 2) What is hard about being a member of your group?
- 3) What do you NEVER want to hear said about your group? (What hurts the most?)
- 4) as a member of your group, what can you say to those who are not, that will help to build bridges?

### **Testers, Waders, Plungers**

- 1) What do you think of the members of the other two groups?
- 2) What do you think of yourselves?
- 3) What do you think the other two groups think of you?

### **Testers**

- 1) *Think that Waders* – have direction, courageous, steadfast 1) *Think that Plungers are* – Impulsive, over-confident, courageous, brash
- 3) *Think Waders think that Testers are* – cautious, wise, uncertain, wishy washy, need encouraging, indecisive, conservative. 3) *Think Plungers think that Testers are* – scared, slow, irritating, no backbone, dull, nerds, weak, need encouraging, conservative, lack of risk-taking
- 2) *Think of ourselves as* – Informed, sensible, wise, intelligent, rational, clever, strategic, patient, calm, clear-minded, decisive, prudent, self-assured, sensitive, think of others, considerate, respect

### **Waders**

- 1) *Think that Testers are* - Timid, wusses, bureaucrats, planners, thinkers, creative, sensitive, nervous thoughtful, too slow. 1) *Think that Plungers are* – Hasty, rash, brave (if it works out), daring, confident, youthful, high adrenalin, advance scouts, trustworthy – could work with us better than with other group.
- 3) *Think Testers think that Waders are* – steady, reliable, we lack planning. 3) *Think Plungers think that Waders are* – boring, fence-sitters, cowards, self-righteous, feel protective of us, trustworthy – could work with us better than with other group
- 2) *Think of ourselves as* – sensible, we don't panic or over-react, mature, we're the middle ground, everyone can work with us, we are careful leaders, we get things done, practical but don't over-react, exercise good judgement.

### **Plungers**

- 1) *Think about Testers* – identify with them and their process. 1) *Think about Waders* – identify with them and their process
- 3) *Think Testers & Waders think that Plungers* – do it without thought / impulsive, impatient, not a team player, confident and decisive
- 2) *Think of ourselves as* – confident, carefully consider before deciding, logic behind decision, flexibility to change, trust our process

## Evaluation: AVP in Areas of Turmoil

### Happy Face

#### Bulb

\*Very well facilitated

Interactive

on evaluation format

Liked AVP model used

Decisions → then Decision

Liked Speak-out

→ Repeat Quick Dec.

Liked AVP Exercise given

Meaning, expanded

Time to share between

Activities

Link between Decisions +

Speak Out \*

Connection 4 Corners of

the world

### Sad Face

Right column

Horizontal format for evaluation

Improved connections between topics

### Light

Variation

Quick

Making

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**3. “HOW TO PROMOTE AVP IN THE COMMUNITY”** - Offering AVP to businesses and social services.

### Agenda

**Gathering** – Why move AVP from prison → community?

**L & L**

**Groups** – “Strategies that work” – who to approach – how to - \$\$

**Success stories**

**Feedback**

**Closing** – taking your intentions forward

**How to promote AVP in the Corporate Community**

### How to approach

1. Develop promotional materials to advertise introductory workshop
2. Develop website
3. Provide written/oral information: letter/telephone calls
4. Set up conference call / web-cast
5. Use success stories

### What can be offered in a workshop – Conducive to Business

1. Conflict resolution techniques: individual/collective
2. How to be assertive without being aggressive
3. Active listening
4. Reaching consensus
5. Promoting co-operation: how to be a team player

6. Role-playing situations in the market place
7. Understanding diversity: bias awareness

**\* All these topics are reflected in AVP exercises/TP**

**PR:** point out benefits of a corporation being affiliated with this kind of programme: opportunity for volunteerism within the organisation

**Compensation:** Name of AVP cannot be used if payment is provided. However, presentation on a brochure could read: AVP presents (Name of programme)

**Idea:** Finding airlines to donate free travel to facilitators doing AVP workshops – particularly in third world countries.

## **COMMUNITY**

**Focus/Strategies** → Who to approach → Follow up etc  
 How to approach  
 Money

### **Strategies that have worked**

#### **A) Initially**

1. Keep reliable CONTACT POINT: e.g. Co-Ordinator / Registrar  
 e.g. collect names / post / person to person  
 i.e. CONTINUITY – planning dates ahead

#### **2. Team of Facilitators**

#### **B) Know your community**

(NZ)

- Individuals > networking with umbrella groups – health – social services - benefits
- Groups > corrections officers – church network – technical institutes e.g. studying social work

Let them know what we do

TASTER: mini workshops

NEXT STEPS: to come along??!!! CHALLENGE TO ATTEND – competing with commitment. PARTICIPANTS ENCOURAGED TO RETURN & to tell others.

E.g. Corrections Officers saw good for prisoners not themselves.

Choose LEADERS of Community – they feel open to their personal stuff.

(ENG)

-Preplanning →TASTER with Primary Care Team.

Self help groups on estates – scared?

- build commitment skills
- what do you think of us?

(NZ)

### Community Education Funding

- personal development courses
- community organisations can use these funds

### (AUST)

In Schools – HIPP programme

### (ENG)

Probation

- can prevent breaking parole
- need people on spot
- if paid be person when do you lose control of programme?

Evaluation across prison system

### (NZ)

Alternatives to Violence NAME?

- “Violence” word a BLOCK
- “Violence” is a wider issue
- “Creating Peaceful Pathways” positive statement
- NURTURING
- More than anger management!!

TRUST

### (INDIA)

- Local Admin invited to attend – funds for local program
- PLANS now college students + community / staff
- 10 – 15
- Room for development

### (KENYA)

- No grassroots take off
- In training – facilitators developing

### (NZ)

- take down the barriers – food / venue / childcare
- whanau workshops: what is the social unit?